

BRECKLAND DISTRICT COUNCIL

Report of: Councillor Mark Robinson- Executive Member for Customer, Digital and Performance

To: Overview and Scrutiny Commission- 9th September 2021
Cabinet- 20th September 2021

Author: Ryan Pack- Innovation and Change Business Partner

Subject: Breckland Council Performance Framework

Purpose: To provide members with the council's new framework for performance management

Recommendation(s):

- 1) To agree to the adoption of the draft performance framework

1.0 BACKGROUND

- 1.1 Breckland council currently manages performance through various means including an internal performance board and the council's committee system.
- 1.2 As a result of using multiple systems of governance, there needs to be an overall framework that ties together these elements.
- 1.3 Without a framework performance management at the council could become with different levels focusing on different areas of performance or issues.
- 1.4 The performance framework sets out how performance is managed at different levels of the organisation and what information is being scrutinised to present a clear picture as to how the council approaches performance management.
- 1.5 The framework also sets out key definitions for performance management such as how the council defines a key performance indicator. A result of having agreed definitions such as this is that all stakeholders understand information is categorised in a certain way.
- 1.6 If adopted, these definitions will be applied ahead of the November report being brought to this commission in relation to the ongoing performance review.
- 1.7 By setting out these criteria and definitions, the council will be able to ensure that performance information is correctly identified and reported to the relevant body.
- 1.8 The framework has been produced in conjunction with the best practice set out by the council's audit team as well as being in line with the Local Government Associations best practice performance framework.

2.0 OPTIONS

2.1 To agree to the adoption of the draft performance framework

2.2 Do nothing

3.0 **REASONS FOR RECOMMENDATION(S)**

3.1 The council requires a framework which ties together its current performance management approach. By having this, the council is able to take a more unified approach to performance management.

4.0 **EXPECTED BENEFITS**

4.1 The performance framework allows for the council to take a more unified view of performance management through both the agreement of key definitions and setting out how the council will manage performance moving forward.

5.0 **IMPLICATIONS**

In preparing this report, the report author has considered the likely implications of the decision - particularly in terms of Carbon Footprint / Environmental Issues; Constitutional & Legal; Contracts; Corporate Priorities; Crime & Disorder; Data Protection; Equality & Diversity/Human Rights; Financial; Health & Wellbeing; Reputation; Risk Management; Safeguarding; Staffing; Stakeholders/Consultation/Timescales; Other. Where the report author considers that there may be implications under one or more of these headings, these are identified below.

5.1 **Carbon Footprint / Environmental Issues**

Carbon Footprint / Environmental issues have been considered and it is the opinion of the report author that there are no implications.

5.2 **Constitution & Legal**

Constitutional and Legal issues have been considered and it is the opinion of the author that there are no implications

5.3 **Contracts**

Contracts have been considered and it is the opinion of the author that there are no implications

5.4 **Corporate Priorities**

The report presents progress monitoring of key performance indicators from the corporate priorities which highlight the areas of focus in the new BAU Covid era.

5.5 **Financial**

The report contains information on Council's performance which does convey some information relating to financial matters.

5.6 **Health & Wellbeing**

The report contains information on Council's performance which does convey some information relating to health and wellbeing.

5.7 **Reputation**

Performance issues can cause some reputational consequence. It is the purpose of this report to highlight performance issues at an early stage.

5.8 **Risk Management**

Performance issues may be subject to risk management measures to protect Council interests.

6.0 **WARDS/COMMUNITIES AFFECTED**

6.1 No Wards or Communities are affected

Background papers:-

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Key Decision: No

Exempt Decision: No

This report refers to a Discretionary Service

Appendices attached to this report:

Appendix A Draft Performance Framework